



United States Department of State

*Director General of the Foreign Service
and Director of Personnel*

Washington, D.C. 20520

May 17, 1982

Mr. James N. Glerum
Director of Personnel
Central Intelligence Agency
Washington, D.C. 20520

Dear Mr. Glerum:

I have read with deep regret your memorandum of April 28, informing us that you have decided to remove FBIS from the Interagency FSN Classification and Compensation System.

We recognize that you have full authority under your own enabling legislation to employ foreign nationals without using the authority of the Foreign Service Act of 1980. Nonetheless, your decision to develop an independent classification and compensation system is a serious step backward from our collective effort to maximize the uniformity of personnel policies and procedures followed at the overseas missions of the U.S. Government (and conveyed to those missions in Airgram Number A-2651 of October 28, 1981, which was cleared by FBIS).

While the Department expects to continue meeting in full its responsibilities for providing common administrative support to FBIS as well as to other agencies at our overseas missions, we are concerned that your use of a separate personnel system for foreign national employees may present unanticipated problems. We will remain in close touch with your office on this subject, and will notify you promptly should any change in service to FBIS be required. Meanwhile, we are prepared to work with your office to develop appropriate reimbursement agreements so that we can continue to share with you interagency classification and compensation data on foreign nationals.

Sincerely yours,

A handwritten signature in cursive script that reads "Joan M. Clark".
Joan M. Clark